

# Monitoring result for Dongguan Lancai Garment Co.,Ltd on site Site 1

## Monitoring

Monitored Party	: Dongguan Lancai Garment Co.,Ltd	amfori ID	: 156-017303-000
Site	: Site 1	Site amfori ID	: 156-017303-001
Address	: Third Floor,Building C,Yongqin Industrial Park,Xilu Village,Boyong Community,Humen Town,Dongguan City	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Dongguan	Monitoring Type	: Full Monitoring
	: Guangdong Sheng	Submission Date	: 15/07/2021
	: China	Expiration Date	: 15/07/2022

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## Overall rating



## Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	D
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

## General description

Dongguan Lancai Garment Co.,Ltd was established on 14 Aug 2013 and located at Third Floor, Building C, Yongqin Industrial Park, Xilu Village, Boyong Community, Humen Town, Dongguan City, Guangdong Province, China. The unified social credit code No. is: 914419000766542110. The main products manufactured in the factory were Garments. The main production activities included cutting, sewing, ironing, checking and packing. There were total 45 employees including 18 male and 27 female employees in the factory, and no child workers or young workers were used by the factory. The audited factory used all the third floor and part of the fourth floor of one four-storey production building. 6 workers' attendance records and wages records from 1 Jun 2020 to the audit day were sampled for review.

The factory took a positive attitude towards the audit, allowed the auditor to conduct employee interviews, took photos, etc. Qiaoyun Guan/ GM assistant signed the report and promised that they would take actions to correct the noncompliance.

Announcement Type: Announced.

Monitoring Date: 8 Jul 2021.

Monitoring firm: SGS (Monitoring firm APSCA #: 11600006 ).

Auditor name: Marcus Li (APSCA member No. CSCA 21702067).

## Site Details

Site : Site 1

Site amfori ID : 156-017303-001

### GICS Classification

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Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	45 Workers
Legal minimum wage in local currency	1720 Monthly
Lowest wage paid for regular work at the site	1720 Monthly
Calculated living wage in local currency	2543 Monthly
Total sample	6 Workers

### Other Metrics

Male workers	18 Workers
Female workers	27 Workers
Permanent workers - Male	18 Workers
Permanent workers - Female	27 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	2 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	17 Workers
Domestic migrant workers - Female	24 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	18 Workers
Workers hired directly - Female	27 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	3 Workers
Sample - Female	3 Workers

## Findings

### PA1: Social Management System

1.1 The factory partially respected this principle because some defects of the amfori BSCI management system effectiveness were found during the audit, such as: chemical label issue etc.

1.1 生产商未完全遵守该原则，因为审核中发现了一些amfori BSCI管理有效性的问题，例如:化学品标签的问题等。

1.4 The factory partially respected this principle because the factory had set up a system to calculate the production capacity and production costing, but overtime hours of all sampled workers exceeded legal requirement.

1.4 生产商因有建立产能规划和成本核算系统但员工的加班时间超过了法规要求而部分遵循该准则。

### PA 2: Workers Involvement and Protection

2.2 The factory partially respected this principle because the factory defined long term goals for protecting workers, but the long-term goals were not issued with regular review.

2.2 被审核方已定义保护员工的长期目标，但是该目标没有进行定期回顾而部分遵循该准则。

2.5 The factory partially respected this principle because the factory had established grievance mechanism for internal workers including anonymous feedback and complaint through suggestion box, and also established management procedure on external community, but there was no communication channel for external communities.

2.5 被审核方部分符合该原则原因是被审核方建立了针对内部员工的申诉机制包括通过意见箱的匿名反馈及投诉等，也建立了外部沟通管理程序，但没有建立沟通渠道。

### PA 5: Fair Remuneration

5.5 The factory did not respect this principle because the factory did not provide all social insurance to all employees. There were 45 workers in the factory on the audit day, the factory should provide social insurance to 45 workers in Jun 2021, in fact, they provided social insurances to 7 workers.

5.5 被审核方因没有为所有员工购买所有社保而未遵守该原则。审核当天全厂人数为45人，工厂在2021年6月需要为45名员工购买保险，实际为其中的7名员工购买了社会保险。

### PA 6: Decent Working Hours

6.2 The factory did not respect this principle because overtime hours of workers did not comply with legal requirements. Based on attendance records provided by the factory from 1 Jun 2020 to the audit day review, monthly overtime hours of all 6 sampled workers exceeded legal requirement from Jun 2020 to Jun 2021, up to 82.5 hours in May 2021, including 44 hours OT in weekends and 38.5 hours OT in workdays. The maximum daily overtimes were 2 hours and the maximum weekly working hours of sampled workers were 58.5.

6.2 生产商因未确保员工的加班时间符合法规要求而未遵守该原则。通过查看工厂提供的2020年6月1日到审核当天的考勤，抽样的6名员工中所有员工的月加班时间从2020年6月到2021年6月超过法规要求，最大为82.5小时，在2021年5月，包括44小时周末加班及38.5小时的平时加班。抽样员工的最大日加班为2小时，最大周工时为58.5小时。

### PA 7: Occupational Health and Safety

7.1 The factory partially respected this principle because the factory had established complete management system on health and safety, including identify and understand related legal regulation, health and safety check, training etc. However, some findings on Health and Safety that violated the local regulations were found during the audit.

7.1 被审核方因已建立完整的健康安全管理体系，包括相关法规的识别与了解，健康安全检查，培训等，但在审核当天工厂在健康安全方面仍有违反当地法规的问题出现而部分遵守该原则。

7.2 The factory did not respect this principle because the factory did not provide work-related injury insurance to 38 workers.

7.2 被审核方不遵守该原则由于工厂没有为38名员工提供工伤保险。

7.7 The factory partially respected this principle because chemical management procedure was established by the factory, but as per onsite observation, chemicals used by the factory did not have labels and secondary containment.

7.7 被审核方因有建立化学品管理程序，但是现场发现工厂使用的化学品没有张贴标签，没有设置二次容器而部分符合该原则。

7.11 The factory partially respected this principle because the building construction safety certificate for the production building was not provided for review, the production building was built in 2007.

7.11 被审核方部分符合该原则，原因是工厂没有提供厂房的竣工验收报告供查看，厂房建于2007年。

7.17 The factory partially respected this principle because finger protectors were not installed for sewing machines and two workers did not used needle guards in working time which were installed by the factory.

## PA 7: Occupational Health and Safety

7.17 被审核方部分符合该原则，原因是工厂没有为针车安装护指器，2名员工工作时没有使用挡针板。

## PA 13: Ethical Business Behaviour

13.1 The factory partially respected this principle because the factory conducted Ethical Business Behavior risk assessment, but the prevention measures of all risks were the same.

13.1 工厂未完全遵守该原则，因为工厂执行了商业道德的风险评估，但所有风险的预防措施都是相同的。